

Code of Conduct

Category:	Governance	Last Updated:	June 2026
Date of Issue:	05-06-2012	Contact:	Enterprise & Support Group Manager

All people are welcome, all behaviour is not

As a person* involved in the services provided by Northey Street City Farm (NSCF), I agree to the following:

1. To respect the rights, dignity and worth of every person, regardless of their abilities, age, gender, sexuality, religion or cultural background.
2. To respect the opinions of others and to endeavour to express my opinions in a manner respectful of others.
3. To support the efforts of NSCF to provide a safe and nurturing environment by caring for myself and others, following workplace health and safety guidelines and the instructions given by staff and volunteer supervisors.
4. I understand that NSCF is based on Permaculture Ethics (Care for the Earth, Care for People, and Fair Share) and I am committed to ensuring that decisions and actions are informed by them wherever possible.
5. I understand that at NSCF, I am a member of a community, and I accept the need for structures, policies, procedures, and collective decision-making, for the good of the Farm community.
6. When necessary, I will take responsibility to raise any issues or concerns I have with others and where necessary, engage with the NSCF dispute resolution process.
7. I am willing to ask others for help and provide help to others when possible.
8. I am committed to representing the Farm in a positive way and working and behaving in a manner that has the long-term sustainability of NSCF in mind. I accept NSCF's "Standards of Appropriate Behaviour" as detailed in the table below.
9. I accept NSCF's "Standards of Appropriate Behaviour" as detailed in the table below.
10. I understand that NSCF is committed to being a child-safe organisation, and I will limit my engagement with children unless I am allocated to a child-related activity.

* "person" refers to: staff, students, volunteers, stallholders, contractors

Code of Conduct acknowledgement

Ihave read the Code of Conduct and understand the standards of conduct expected by all people at Northey Street City Farm. I also acknowledge that if I am found to be in breach of the Code of Conduct, I may be subject to disciplinary action in accordance with the NSCF Discipline & Performance Management Policies, which may include the termination of my employment, volunteer involvement with the Farm or ability to participate in Farm courses and activities.

Signed

Date

Involvement: contractor / employee / volunteer / student / stallholder

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NSCF Standards of Appropriate Behaviour

	Appropriate Behaviour	Inappropriate Behaviour
Relationships And Communication (including online behaviour)	- Using open, honest, compassionate communication, and making clear and specific requests (e.g. Use Non-Violent Communication) - Using a positive and respectful manner when communicating with or about other people (this includes being mindful of culture, age, gender, race, religion, ability/disability etc) - Being a positive role model - Building relationships based on trust - Empowering everyone to share in decision making - Creating open, clear, and inclusive communication channels - Sharing relevant information - Encouraging participation	- Swearing or yelling at people - Bullying (see definition below) - Making sexually suggestive comments/jokes - Making racist comments/jokes - Displaying degrading or offensive materials - Making threats or demands - Teasing or playing practical jokes - Using derogatory language (including insults, criticisms, name calling, sarcastic or offensive language) - Making insensitive comments about peoples differences - Pestering, spying, or tampering with personal effects or equipment - Favouritism (unfair treatment in relation to accessing opportunities e.g. training, leave, information, resources) - Undermining and deceiving - Defaming, gossiping or spreading rumours - Isolating, ignoring, excluding or marginalising - Withholding relevant information - Setting unrealistic workloads, deadlines and timelines - Harassing, humiliating or intimidating others, i.e. displaying behaviour that a reasonable person would consider to be unwelcome or unsolicited
Physical	- Respecting other's personal space and boundaries - Touching only with explicit consent, in a medical emergency, or protecting from physical harm	- Displaying unwelcome physical contact, e.g. lingering hugs without explicit consent - Violent or aggressive behaviour including hitting, kicking, scratching, biting, slapping or pushing - Kissing, touching, or gestures of a sexual nature
Other	- Wearing required attire/clothing and footwear for role - Respecting and maintaining confidentiality of NSCF as an organisation, also of fellow community members	- Any criminal behaviour (i.e. theft, vandalism, dealing, possessing or taking illicit drugs, carrying weapons) - Wearing inappropriate clothing - Sending inappropriate emails - Disclosing any confidential information about NSCF outside of the appropriate team/MC - Disclosing personal details of fellow community members that have been shared with you in confidence

*Bullying is defined as *repeated & unreasonable* behaviour directed towards a worker or group of workers that creates a risk to health and safety. Please see the NSCF Anti-Bullying Policy for more details.



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